

New Hampshire Commission for Human Rights

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NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS COMMISSIONER'S MEETING

March 7, 2019 at 5:00 PM

MINUTES

ATTENDANCE: **Commissioners: Matthew Mayberry (chair), Harvey Keye, Alex Samuel, Sheryl Shirley and Nancy LeRoy**

**Absent: Douglas Palardy
Jose Luna**

**Commission Staff: Executive Director, Ahni Malachi and
Assistant Director: Sarah Burke Cohen
Administrative Assistant: Lois Monette**

Assistant Attorney General: Jill Perlow

The meeting was called to order by Chairman Mayberry at 5:06 PM

Executive Director Malachi introduced the Commission's two new investigators, Dan Deyermund and Kate Mulleavey. Each gave a short introduction about themselves.

1. **Approval of January Meeting Minutes**

Commissioner Shirley posed a procedural question. She asked if only commissioners could make a motion. She used an example in the January minutes that recorded a motion that was moved by Assistant Director Burke Cohen. It was determined by a brief discussion that only the Commissioners could make motions or second motions. Chair Mayberry corrected the minutes and stated it was him that moved to table #11 under the Administrative Rules discussion in the January minutes. Commissioner LeRoy moved and Commissioner Samuel seconded to accept the minutes with the revisions discussed. The Motion passed unanimously.

2. Office Updates

Grant submission: Executive Director Malachi is working on a \$5,000 grant through the Charitable Foundation to help pay for a Vista Intern.

Interns: Assistant Director Burke Cohen attended the UNH Public Interest Job Fair and received a lot of interest. The Commission also received some intern applicants from Suffolk University Law School. Assistant Director Burke Cohen and Executive Director Malachi interviewed potential candidates and selected two candidates from UNH Law. The interns will be starting in May. The Commission is also pursuing interns for the Fall and Spring Semesters. Burke Cohen and Malachi will be reviewing the applicants not accepted to see if they would be interested in times other than the Summer.

Database: Office Manager Lois Monette and Executive Director Malachi met with Commissioner Goulet of DoIT to discuss creating a case management database to allow the Commission to streamline our administrative processes and run better statistical reports.

Artwork: Executive Director Malachi had a phone conversation with Julianne Gadoury of the New Hampshire State Council on the Arts. Malachi would like to update and bring artwork to the walls of the Commission that would represent the diversity of the constituents covered by the statute. There was some discussion relative to this topic and concerns that it would be difficult to ensure equality.

Future projects: Executive Director Malachi discussed a future statewide art project that would get the name out of the Commission. There was also discussion of the need for the statutorily mandated posters to be updated to include Gender Identity as a protected class. Graphic Services will print the posters, but will not design. The Commissioners and staff discussed the need to get the posters properly updated. Commissioner Shirley stated that a department at her college may be interested in taking on a project to update the graphics on the posters for us.

Chair Mayberry moved that Agenda item # 7 “Hearing Panel Training Discussion” forward in the Agenda because AAG Perlow had to leave. It was seconded by Commissioners Samuel and Keye. The Motion passed.

7. Hearing Panel Training Discussion

AAG Perlow discussed the Attorney General’s annual training for Boards & Commissions. It is being held on March 29th. AAG Perlow discussed the training topics and explained that there would be a mock hearing in the afternoon. AAG Perlow suggested Commissioners and staff attend. To attend, a person would need to register. It is free.

3. Diversity and Inclusion Council 2018 Report

Chair Mayberry moved to table discussion of the report until Commissioner Luna is present. Commissioner Samuel seconded the motion. The Motion passed.

4. EEOC Contract

Executive Director Malachi and Assistant Director Burke Cohen discussed the status of the cases at the Commission and the Commission's status as it relates to fulfilling the EEOC Contract. The Commission opened 33 cases in February and closed 17. The February closing report was discussed.

5. Review of Investigator Case Load

Assistant Director Burke Cohen discussed the new investigators and how they are coming up to speed quickly. Investigator Peter's caseload has been reassigned and next month Assistant Director Burke Cohen will be back to assigning cases from the pending file.

6. Hearing Schedule Update

Assistant Director Burke Cohen discussed the Hearing Schedule, upcoming hearings and need for Commissioners to serve as panelists for hearings.

8. HRC Administrative Rules Discussion

Commissioner Samuel moved to bring the rules to the table for discussion. It was seconded by Commissioner Mayberry. The Motion passed. The Commissioners discussed the Administrative Rules.

Commissioner LeRoy moved and Commissioner Samuel seconded moving "Other Business" forward in the Agenda. The Motion passed.

10. Other Business

On Monday, Executive Director Malachi will testify in front of the House Finance Committee. The HRC is included under the Department of Justice's budget. Executive Director Malachi discussed the Governor's proposal that the HRC be administratively attached to the Department of Justice for administrative needs only such as payroll processing, hiring/discharge processing, etc.

The Commission's Legislative Budget Agency's Financial Audit is currently in process.

Executive Director Malachi also discussed her plan to create a Biennial Report to submit to the Governor and Council, which is statutorily required. It has not been submitted in some time.

9. Non-Public Session

Commissioner LeRoy moved pursuant to RSA 91-A: 3, II (a), the Commission enter into non-public session to discuss personnel matters. It was seconded by Commissioner Keye. The Motion passed with the following roll call vote: Matthew Mayberry – Yay, Harvey Keye – Yay, Alex Samuel – Yay, Sheryl Shirley – Yay, and Nancy LeRoy - Yay. The Commissioners entered Non-Public Session at 7:00 PM.

The Commissioners returned from Non-Public Session at 7:45 PM.

11. Adjournment

Chairman Mayberry moved to adjourn the meeting and it was seconded by Commissioner Samuel. The Commission voted unanimously to adjourn at 7:54 PM.